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The Cover



Airman 1st Class Roberto Perez with the Texas State Guard's 449th Air Support Group snapped this shot of 149th Fighter Wing F-16 Fighting Falcons with his cell phone and uploaded it to the TMD App to get it voted as photo upload of the year.





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Training Management: Begin with the End in Mind

Commentary by COL Gregory Barrow Director TXARNG G3

O QUOTE STEPHEN R. Covey, when planning anything "begin with the end in mind." The operations process provides a common framework for guiding commanders developing their unit training plan (UTP). To begin the decision making process, start with understanding the desired end-state for the unit's training year. The training end-state is dictated by the unit's Army Forces Generation (ARFORGEN) year placement. For example, if the unit is in Train and Ready Year 3

(T/R-3) in the Operation Sustainment Force Pool (OSFP), the training endstate requirement for this unit is T3 (See Figure I).

The T-Level assessment is developed using a relatively simple calculation based on the commander's Mission Essential Task List assessment. Each one of the commander's assessed ratings is given a point score, three (3) points for Trained (T), two (2) points for Needs Practice (P), and one (I) point for Untrained (U). The sum of the METL assessment is then divided by the sum of the unit's METL tasks multiplied by three. For example, in the figure below, the unit has six METL tasks. Multiply this by three, equaling a total of eighteen possible points. This is the denominator for the unit T-Level Assessment. In the

example, the IBCT is assessed as a T3 (See Figure 2). The results from dividing the METL point score of twelve as assessed by the commander by eighteen (total derived by number of METL tasks).

This results in a 66% task rating. If one "P" rating turns into a "T," it can change the whole score. That one additional point moves the Brigade to an overall 72% task capability or a "T2." To receive a T1, the unit

needs a score of 85%, a T2 is 70%, a T3 is 55% and T4 is less than 55%. As described here, setting unit end-state goals at the first part of the year is critical. It allows the commander to develop a comprehensive training and leader development strategy matching exactly where to be each quarter to achieve the final year-end ARFORGEN aim points. In this example, the one U rating should be the task the commander decided to take risk in the UTP. Also, by being

deliberate and methodical in the UTP, it allows the unit to use quarterly assessments to guide how to approach the Unit Status Report (USR) commander's comments. This level of detail allows the commander to give specific information about each of the USR rankings and what steps are required to mitigate or fix certain deficiencies. For more information, please read Army Regulation (AR) 220-1, Army Unit Status Reporting and Force Registration-Consolidated Policies, (http://www.apd.army.mil/pdffiles/ r220_1.pdf).

After much review and study, the Army is going to move away from the ARFORGEN model to the new

Sustainable Readiness Model (SRM). This new model promotes sustained readiness by eliminating the Reset phase. The Army is also attempting to provide greater objectivity and less subjectivity to more accurately assess training. It will remove much of the commander's flexibility by not allowing subjective scoring on their Mission Essential Tasks (MET). The implementation dates for SRM and the Objective T-Rating have not been announced as of yet. **FROM THE TOP**



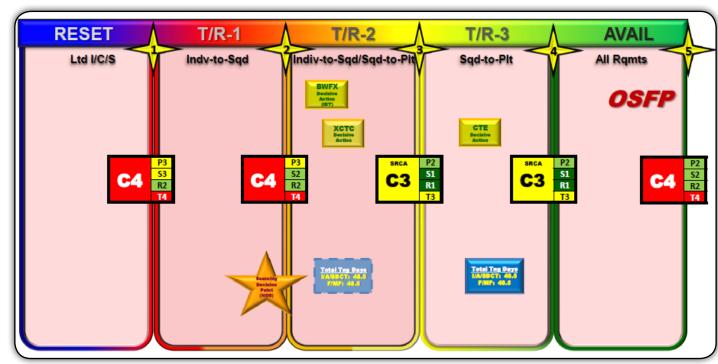


Figure 1

Infantry Brigade Combat Team (IBCT) HQDA Standardized Mission Essential Task List (METL)				
MET 1	Conduct Mission Command	ART 5.0 [71-8-5100]	т	3
MET 2	Conduct Offensive Operations	ART 7.1 [07-6-1072]	Р	2
MET 3	Conduct Defensive Operations	ART 7.2 [07-6-1028]	Р	2
MET 4	Conduct Security Operations	ART 6.7.3 [71-8-6500]	Р	2
MET 5	Conduct Stability Operations	ART 7.3 [71-8-7331]	U	1
MET 6	Provide Fire Support	ART 3.2 [71-8-3000]	Р	2
Six METL Tasks Multiplied by Three =			18	12

Figure 2

T-Level Assessment

T-1 = 85% and no METL task assessed as U

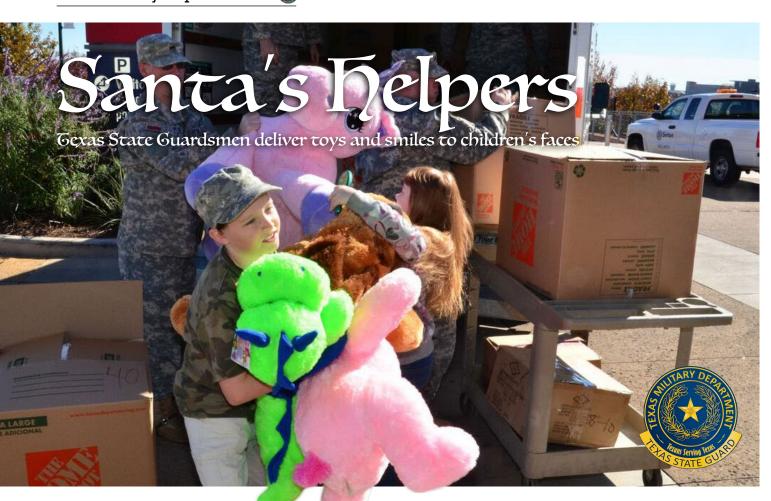
T-2 = 70% or higher & no METL task assessed as U

T-3 = 55% or higher

T-4 = Is less than 55%

Figure 3

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Story by Capt. Martha Nigrelle Texas Military Department Public Affairs Office

USTIN, TEXAS - Santa's Texas State Guard elves brought holiday cheer to the Dell Children's Medical Center of Central Texas in Austin, Dec. 19, 2015, as Staff Sgt. James "Damon" Williams, 1st Battalion, 2nd Regiment and a group of Texas State Guardsmen unloaded thousands of toys from trucks and proceeded to fill the hospital's amphitheater with toys.

In 2009, the Texas State Guard started the Young Heroes of the Guard program, with the hopes of collecting enough toys to distribute to every pediatric patient in every children's hospital in Texas during the Christmas season, and leave a year's worth of toys behind.

That first year, they collected more than 2,444 toys and by 2014, they

collected almost 23,000 toys across the state.

This year, Williams leading the toy drive efforts for his battalion, just one of the many units participating in the State Guard's toy drive, collected more than 25,000 toys.

"We want to help everyone in need," said Williams.

Starting in March, Williams coordinated a three-prong approach to collecting toys.

"I start my toy drive operations in March," said Williams. "My goal is to submit the application for support the day they are first accepting letters so that my request is the first one on the pile and hopefully the first one to be considered."

Williams and his team of State Guard volunteers work with local companies and major corporations to coordinate

donations until October.

"Then we deploy toy drive operations," said Williams.

In true military fashion, Williams coordinates one team to man large donation boxes at designated drop off points, another team to stand outside major retail stores and advertise the toy drive and collect donations and a third team to handle other donations.

"I have a calendar of all our operations to make it easy for soldiers to find dates and times that would be conducive for them to help," said Williams.

After meeting the battalion's goal of II,000 toys, Williams and his team decided to keep going.

"Staff Sgt. Williams took the lead for the battalion and just went with it," said Lt. Col. Cendy Brister-Antley, commander of 1st Battalion. "You can give him something and he will run with it. He has contacts like you wouldn't believe!"

For Williams, the drive to bring joy to children staying in hospitals hits close to home.

"I spent time in the hospital as a child," said Williams. "It was one of the most difficult times of my child-hood. That's what drives me, that memory of what it was like."

Hospital staff members will give these toys to hospitalized children, siblings of hospitalized children and children of hospital patients throughout the entire year.

"Our goal is to give them enough toys to make it through the entire year," said Williams.

Units are assigned to local hospitals. For 1st Battalion, that means Dell Children's Medical Center of Central Texas.

"Last year they got 6,000 toys and started running out in October," said Williams. "That was our incentive to boost our toy collection."

Meeting their original goal of II,000, and then some, they should meet this goal.

The battalion delivered more than 10,000 toys to Dell Children's Medical Center and have given the remaining toys to State Guard units across Texas, to help support toy drive effort statewide.

"It was a planned operation," said Brister-Antley. "To blow away the State Guard."

Despite the large piles of toys and the competitive spirit of the unit to outdo last year's numbers, being able to give back to the community and bring joy to children is what means the most to these guardsmen.

"We delivered more than 10,000 toys

to Dell Children's Hospital," said Brister-Antley. "I saw pride in my soldiers, pride in the accomplishment of giving back."

For Williams, it's about bringing joy to a child's life.

"I had a large pink stuffed dog that one of the girls was eyeballing. I walked over to her and asked her if she could give the dog a good home. She grabbed it and seemed really happy," said Williams. "That's why we do it – for the smiles and the happiness we can bring to the kids."

Next year, Williams said he hopes to collect 50,000 toys. For more information on the Texas State Guard toy drive, please visit their website http://www.txsgtoydrive.org/. - DISPATCH



Airmen with the 136th Airlift Wing support the annual event

Story and photos by Tech. Sqt. Vanessa Reed 136th Airlift Wing Public Affairs Office

AVAL AIR STATION Fort Worth Joint Reserve Base, Texas - Texas Air National Guardsmen from the 136th Airlift Wing volunteered to support Snowball Express 2015 at the Dallas-Fort Worth International Airport Dec. 12, 2015.

Snowball Express is an annual gathering for children of fallen military members who died while on active duty on or after Sept. II, 2001. This year an estimated 1,700 family members traveled to the Dallas-Fort Worth area for the event.

"I am in charge of 18 volunteers, but we have almost 400 helping this year," said Fernando A. Ospina, the DFW Airport coordinator for Snowball Express. "Most of the volunteers do it out of a love for kids, a love of our military and a love of our nation."

This is the sixth year that airmen from the 136th Airlift Wing worked alongside military and civilian volunteers to meet and greet children and their escorts as they exit the aircraft.

"We're one of the few units that still participate in our uniform because they enjoy seeing that," said Maj. Camille LaDrew, Texas Air National Guard, military volunteer coordinator for the wing. "It reminds them that they are still part of the military family."

Military volunteers were also joined by family members. One family brought along a group of 10 trained therapy dogs and their handlers.

"We heard stories today about how the kids miss their dogs and are so glad our guys are here," said Kate A. Mize, a military spouse and dog handler with A New Leash on Life. "They bring a sense of comfort, a sense of home."

Snowball Express was founded in 2006 with the primary goal of supporting the families of fallen military members by providing new memories and hope.

- 136th AW PAO



Warfighter in Review

36TH INFANTRY DIVISION HOSTS WARFIGHTER AFTER ACTION REVIEW

Story and photos by 1st Sqt. Daniel Griego, 36th Infantry Division Public Affairs Office

USTIN, TEXAS - Texas National Guard's 36th Infantry Division welcomed representatives from Lathe National Guard Bureau and the seven other Guard divisions to Austin for a Warfighter After Action Review to discuss resourcing, scheduling and training requirements in order to develop long-term plans to better integrate Guard assets and active duty assets during major training events.

The National Guard faces unique challenges in maintaining the same readiness and combat capability of its active duty counterparts. Even stateside, the Guard's standards must equal those organizations with daily training opportunities. Senior Guard leaders assembled in Austin, Dec. 9, 2015 to discuss and develop a new plan to engage one key mission within the Army's training arsenal: The Warfighter exercise.

"Warfighter is a simulation exercise that allows units of various echelons, from corps to division to brigade, to integrate command systems and execute large-scale missions and operations," said Lt. Col. Gary Beaty, Warfighter chief of operations and commander of Headquarters and Headquarters Battalion, 36th Infantry Division.

Texas' 36th Infantry Division is the most recent Army

National Guard division to conduct a Warfighter, having completed its evaluation May 29 through June 12, 2015, at Fort Hood. From this experience, division officers drew a wealth of lessons learned to share with the other seven Guard divisions throughout the country, especially in the areas of resource management and scheduling preliminary training.

"We looked at the Warfighter as a multi-year process," said Lt. Col. Jason Hart, 36th Infantry Division. "Starting with training and equipping soldiers, putting them in the right positions, making sure they understand the systems, then executing the Warfighter."

The division's commanding general, Maj. Gen. Lester Simpson, invited the commanders and representatives of all eight Army National Guard divisions, as well as the National Guard Bureau, to Texas for the summit, which included an after action review and division commander advisory council.

"It's really geared toward NGB to understand that you can't resource a Warfighter in the year of the Warfighter because all of the training has to happen two and three years prior," said Hart. "So they have to resource additional schools, funding slots, things of that nature."





Traditional Guardsmen train one weekend each month and two to four weeks a year. This limitation was a focal point of the gathering as attendees refined their longterm plans necessary for National Guard elements to succeed in a Warfighter. Such planning integrates all levels of leadership, from the commanding generals to squad leaders with specialized training requirements.

"If we're going to be a combat reserve that the Army can count on," said Lt. Gen. Timothy J. Kadavy, the Army National Guard director, "we need to make sure that we maximize our resources and that we are doing the things required to ensure that our commanders, staffs and soldiers have what they need at the right time and the right place to ensure success at these very important training events."

The day's review and council provided top-down guidance for future Warfighters, during which National Guard outfits will serve alongside their regular Army counterparts, just as they would in overseas combat. To meet this intent, the Guard divisions must continue to demonstrate their capabilities as comparable to the active duty.

"A robust division headquarters battle rhythm enables training across the full spectrum of Warfighting functions to help shape, synchronize, and resource the fight for the brigades," said Simpson.

The visiting divisions embraced this message of synchronization and take home with them the lessons from the Texas Division's successful Warfighter exercise.

"It's always good to get everybody together and talk face to face," said Brig. Gen. Mark Malanka, the assistant deputy commander for California's 40th Infantry Division. "We're taking back the preparations that 36th put together and the funding models that they developed that we need to be successful."

Those models will enhance the National Guard's posture going forward and set up their subordinate brigades, whether Guard or active duty, for success with a common standard of communication and preparation.

"Communication is so important in creating and understanding and building a cohesive team," said Simpson. "The more you communicate, the better your subordinates understand your intent." - 36th ID PAO

Citizen Soldiers right for the job

TXARNG Guardsmen add value to exchange with civilian job expertise

Story by Maj. Randall Stillinger 36th Infantry Division Public Affairs Office

UTIAPA, GUATEMALA - Soldiers from Weslaco-based 3rd Battalion, 141st Infantry Regiment, recently completed a four-month training event working with Guatemala's military and police forces at a base two hours Southwest of Guatemala City.

The training mission, which lasted from May until September, 2015, was meant to enhance the host nation's ability to counter transnational organized crime by creating a knowledgeable and trained force that is able to detect, disrupt and detain illicit trafficking across Central America.

Their goal was to create a knowledgeable and welltrained force through a rigorous certification process that built up their capacity for border control operations

While not everyone on the mission wore right shoulder sleeve patches, indicating past combat experience in the Global War on Terrorism, the 60 members of Task Force Salerno, commanded by Lt. Col. Jason Hart, were selected because they bring unique capabilities and relevant experiences to the operation.

While experience in a combat zone prepared many for life in a foreign country, many of the 72nd Infantry Brigade Combat Team soldiers brought expertise and experience gained from related civilian careers. The unit included soldiers whose civilian jobs were with local and state police forces along with federal law enforcement agencies.





"The battalion has an outstanding array of officers and NCOs with first responder civilian experience," Hart said. "The vast majority of the NCOs are combat veterans or veterans of state response duty."

The Texas Army National Guard Soldiers also brought an invaluable benefit to the training environment, the ability to speak Spanish fluently.

"Their experience, combined with a large percentage of personnel fluent in Spanish, made the battalion an ideal choice for the mission," Hart said.

Officially known as the Republic of Guatemala, the country has suffered from many years of political instability and one of the highest crime rates in the world. A civil war that lasted from 1960 to 1996, where the U.S. backed government fought leftist guerrillas, added to the instability that it now faces.

The in-depth training process builds U.S. partner nations' capability to conduct border control operations with a series of related tasks. Subject matter experts from U.S. federal agencies were also brought in during the training to focus on certain specialties.

Training for the Guatemalan forces included establishing an observation post, troop-leading procedures, border enforcement, arrest/detainment, combat medical training and patrolling in an urban environment among several other tasks. Each rotation ended with a field exercise that pushed the students to utilize all the training they've received.

Maj. Gen. Lester Simpson, commanding general of the 36th Infantry Division, said that he's "tremendously

proud of the great work that Task Force Salerno did while in Guatemala, not only with its security forces, but for their people."

Simpson, along with Command Sgt. Maj. John Sampa, visited the task force to observe the training, identify and discuss potential future training opportunities in Central America, and meet with senior Guatemalan military leaders."

"I want to thank you for your professionalism and dedication to the mission," Simpson said to members of the task force. "You, as citizen-soldiers, have stepped up to accomplish the mission, you've had great success adapting to a new environment, and you're having a significant impact on the country and people of Guatemala."

"I'm extremely proud of the junior enlisted soldiers and

NCOs," Hart said. "The young people who stand up and volunteer, day after day, continue to amaze and inspire me. Their ability to adapt and come up with creative solutions to complex problems is truly impressive."

- 36th ID PAO

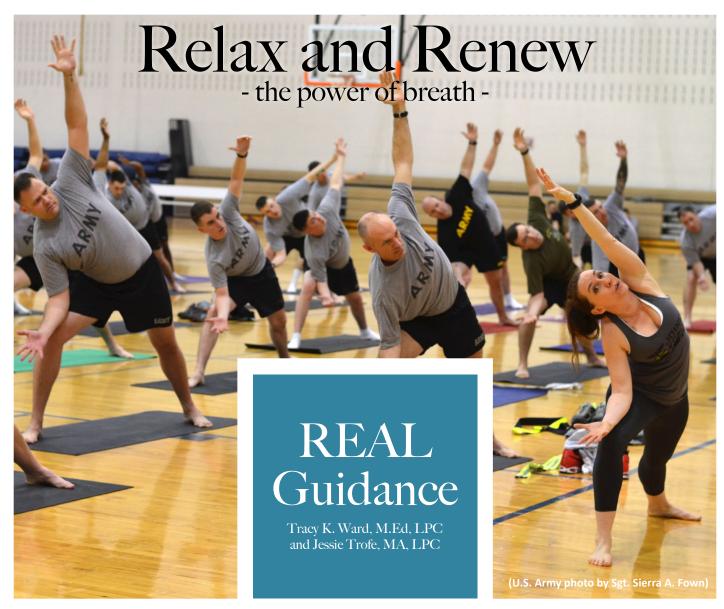












The Power of Breath

Just Breathe, take some deep breaths when you are upset, walk away and begin to breathe - these are some of the common bits of advice therapists, yoga instructors and people in general will give to those that are experiencing anger or anxiety. The term breathwork seems to be popping up everywhere these days, leading some to question if it's just a fad or if there is validity in its practice. This article serves to explore the science behind our breath and how it impacts not only our physical state, but our emotional state. This in turn impacts combat readiness as well as a service member's ability to pass the PT test. In addition, I will provide useful tips and tricks on how to use your breath to improve peace of mind and relaxation.

In my training program, we spent a great deal of time learning about the nervous system, the difference

between chest breathing and abdominal breathing and various breathing exercises that serve to calm the body and slow the mind down. Let's start with the why behind breathwork- the sympathetic and parasympathetic nervous systems. I am by no means a scientist, and I don't play one on TV, so my goal is to summarize the two and describe how this relates to our breath.

"Fight, Flight, or Freeze" The Sympathetic Nervous System

The sympathetic nervous system is responsible for the fight, flight, or freeze response, which typically engages automatically when a person perceives something as a threat. The body is wired to respond through increased heart rate and blood pressure, dilated pupils, release of adrenaline, contraction or tension of muscles, restricted or shallow breath and increased alertness. If a threat tru-

ly is present, the sympathetic nervous system serves us well by helping to keep us alive and safe. The problem lies when there is no direct threat, and the sympathetic nervous system continues to be activated, keeping us hyper-vigilant with muscles tense and alert and anxiety levels high. This could include service member's who have been deployed or have experienced traumatic stress, and might be a symptom of Post Traumatic Stress Disorder.

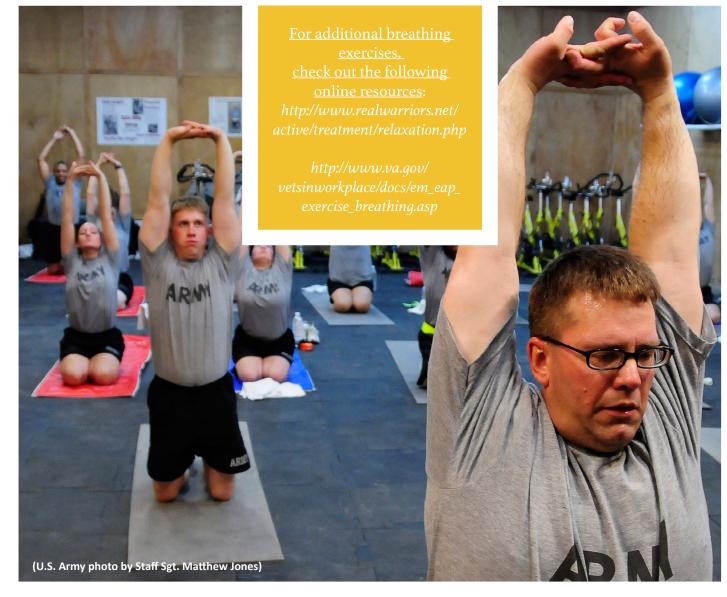
<u>"Rest and Digest"</u> The Parasympathetic Nervous System

In contrast, the parasympathetic nervous system is responsible for the rest and digest response, which typically engages automatically when a person engages in relaxation or calming activities. The body is restored to a state of calm as evidenced by decreased heart rate and

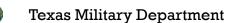
blood pressure, constricted pupils, digestion, and slower and deeper breathing. The parasympathetic nervous system helps to repair the body and mind through rest and relaxation, an act that is especially beneficial in the period following the activation of the "fight, flight, or freeze" response.

Striking a balance

The sympathetic nervous system and parasympathetic nervous system are both important as striking a balance between the two serves to not only keep us safe, but emotionally and physically resilient. In service men, a healthy body and mind contributes to not only combat readiness, but also a higher likelihood in supporting your battle buddy. We can't help someone else put on their oxygen mask if we are passed out from not putting ours on first.



Texas Military Department





So how do we find balance when we are constantly stimulated or activated, often resulting in racing thoughts, high blood pressure, and anxiety? In a world geared toward the sympathetic nervous system, how do we sprinkle in some parasympathetic or "rest and digest"

responses? Even just a couple of minutes of focusing on breath can help restore our balance, leaving us feeling renewed and relaxed.

Chest breathing versus abdominal breathing

Before we experiment with a breathing exercise, it's helpful to observe the way you typically breathe and perhaps make some adjustments. There are two locations that people tend to draw breath from: their chest or their abdomen. Chest-level breathing is typically shallow and results in the rise and fall of just the chest, rather than the abdomen. This can lead to increased levels of anxiety through either under-breathing (not generating enough oxygen often leading to sensation of

for Anxiety.

http://www.diffen.com/difference/ Parasympathetic nervous system

feeling trapped) or over-breathing (breathing rapidly, often through the mouth, which can trigger a panic attack or hyperventilation. In contrast, abdomen breathing involves inhaling slowly and deeply through your nose into the bottom of your lungs. Your chest should move only

slightly, while your stomach rises. The optimum way to breathe is by accessing the abdomen, which may not feel natural at first, but is the gateway to the parasympathetic nervous system.

Breath is hope

Breathing in this new way may feel unnatural or difficult at first, but just like any new skill learned, it gets easier with practice through muscle memory, and the results become more pronounced. With each deep breath we take, we have the ability to nourish our body and mind with renewed energy and life. And with each exhale we can choose to let go of the things that no longer serve us, making space for self-compassion, relaxation and contentment.

- REAL Guidance

<u>Putting theory into practice</u>

So now we have explored the "why" behind breathwork as well as the "how" to behind breathing effectively. I invite you now to test this theory of the calming power of breath through a brief exercise I have included.

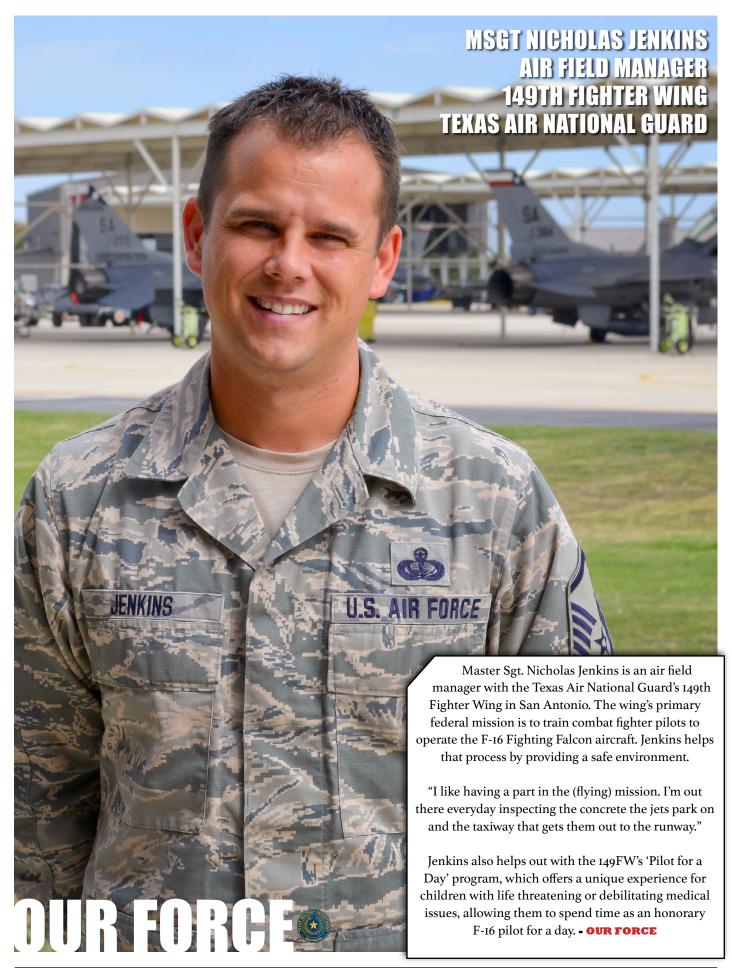
- Sitting or lying down comfortably with the head supported, begin to breathe slowly in and out through your nose. You may choose to close your eyes or dim the lights if this is comfortable for you.
- Place one hand on your abdomen, beneath your rib cage, and continue to slow and deepen your breath through your nose, inhaling into the bottom of your lungs.
- Focus on sending the breath to the bottom of your abdomen, and notice as your hand on your abdomen begins to rise and fall with each breath.
- As you begin a steady rhythm of nasal breathing into your abdomen, begin to inhale through your nose while counting in your head to five.
- When you reach the top of your inhale, pause and hold your breath for a second noticing any sensation you feel, then gently begin to exhale slowly through your nose.
- As you exhale, begin a slow count to five, exhaling fully. If you choose, you can envision a relaxing word or phrase as you exhale such as "let go" or "calm."
- When you reach the bottom of your exhale, pause, notice any sensations, and then begin the cycle again. Continue the breath cycle for at least 10 rounds or for five minutes. Then simply observe how you feel.



National Guard. Please do not hesitate to contact me at (512) 782-4232 and/or jtrofe2016@gmail.

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